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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2256
Shirley F. Ebbesen		Revision No.: 9
Director		Date Of Revision: 05/29/2008
Division of		
Wage Determinations		

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.85
01012 - Accounting Clerk II	15.56
01013 - Accounting Clerk III	17.41
01020 - Administrative Assistant	24.37
01040 - Court Reporter	20.18
01051 - Data Entry Operator I	14.40
01052 - Data Entry Operator II	15.38
01060 - Dispatcher, Motor Vehicle	17.59
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.37
01112 - General Clerk II	15.57
01113 - General Clerk III	16.75
01120 - Housing Referral Assistant	21.94
01141 - Messenger Courier	12.55
01191 - Order Clerk I	14.82
01192 - Order Clerk II	16.17
01261 - Personnel Assistant (Employment) I	16.19
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.21
01270 - Production Control Clerk	20.11
01280 - Receptionist	13.31
01290 - Rental Clerk	16.11
01300 - Scheduler, Maintenance	17.59

01311 - Secretary I	17.59
01312 - Secretary II	19.68
01313 - Secretary III	21.94
01320 - Service Order Dispatcher	16.74
01410 - Supply Technician	24.37
01420 - Survey Worker	15.40
01531 - Travel Clerk I	12.95
01532 - Travel Clerk II	14.02
01533 - Travel Clerk III	15.10
01611 - Word Processor I	15.21
01612 - Word Processor II	17.07
01613 - Word Processor III	19.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.48
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	20.86
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	20.86
05220 - Motor Vehicle Mechanic Helper	16.31
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	20.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.47
07042 - Cook II	13.72
07070 - Dishwasher	9.22
07130 - Food Service Worker	11.13
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.02
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.45
09130 - Upholsterer	17.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	16.75
11122 - Housekeeping Aide	13.53
11150 - Janitor	13.53
11210 - Laborer, Grounds Maintenance	14.76
11240 - Maid or Houseman	11.80
11260 - Pruner	13.38
11270 - Tractor Operator	16.02
11330 - Trail Maintenance Worker	14.76
11360 - Window Cleaner	14.56
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.92
12012 - Certified Occupational Therapist Assistant	20.28
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	35.64
12030 - EKG Technician	25.58
12035 - Electroneurodiagnostic Technologist	25.58
12040 - Emergency Medical Technician	17.92
12071 - Licensed Practical Nurse I	18.47

12072 - Licensed Practical Nurse II	20.67
12073 - Licensed Practical Nurse III	23.03
12100 - Medical Assistant	16.07
12130 - Medical Laboratory Technician	17.06
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	14.97
12210 - Nuclear Medicine Technologist	33.21
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.04
12224 - Nursing Assistant IV	14.64
12235 - Optical Dispenser	19.71
12236 - Optical Technician	16.07
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	14.64
12305 - Radiologic Technologist	30.47
12311 - Registered Nurse I	28.91
12312 - Registered Nurse II	35.36
12313 - Registered Nurse II, Specialist	35.36
12314 - Registered Nurse III	42.34
12315 - Registered Nurse III, Anesthetist	42.34
12316 - Registered Nurse IV	50.73
12317 - Scheduler (Drug and Alcohol Testing)	18.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.62
13012 - Exhibits Specialist II	25.82
13013 - Exhibits Specialist III	31.58
13041 - Illustrator I	21.63
13042 - Illustrator II	27.07
13043 - Illustrator III	33.11
13047 - Librarian	34.75
13050 - Library Aide/Clerk	14.44
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	17.05
13061 - Media Specialist I	17.09
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.22
13071 - Photographer I	16.53
13072 - Photographer II	18.80
13073 - Photographer III	23.90
13074 - Photographer IV	29.22
13075 - Photographer V	35.35
13110 - Video Teleconference Technician	16.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.42
14042 - Computer Operator II	20.61
14043 - Computer Operator III	22.98
14044 - Computer Operator IV	25.53
14045 - Computer Operator V	28.27
14071 - Computer Programmer I (1)	22.35
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	18.42
14160 - Personal Computer Support Technician	25.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.04
15020 - Aircrew Training Devices Instructor (Rated)	37.55
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	30.10
15060 - Educational Technologist	29.24
15070 - Flight Instructor (Pilot)	44.48

15080 - Graphic Artist	28.67
15090 - Technical Instructor	23.96
15095 - Technical Instructor/Course Developer	29.31
15110 - Test Proctor	19.35
15120 - Tutor	19.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	13.37
16070 - Finisher, Flatwork, Machine	10.06
16090 - Presser, Hand	10.06
16110 - Presser, Machine, Drycleaning	10.06
16130 - Presser, Machine, Shirts	10.06
16160 - Presser, Machine, Wearing Apparel, Laundry	10.06
16190 - Sewing Machine Operator	14.18
16220 - Tailor	14.82
16250 - Washer, Machine	11.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.65
19040 - Tool And Die Maker	24.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.97
21030 - Material Coordinator	21.94
21040 - Material Expediter	21.94
21050 - Material Handling Laborer	14.26
21071 - Order Filler	14.10
21080 - Production Line Worker (Food Processing)	16.97
21110 - Shipping Packer	16.09
21130 - Shipping/Receiving Clerk	16.09
21140 - Store Worker I	11.89
21150 - Stock Clerk	16.07
21210 - Tools And Parts Attendant	16.97
21410 - Warehouse Specialist	16.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	20.65
23050 - Aircraft, Painter	24.38
23060 - Aircraft Servicer	23.22
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	22.73
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	27.27
23130 - Carpenter, Maintenance	25.96
23140 - Carpet Layer	21.73
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	23.24
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	25.52
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	23.72
23310 - Fire Extinguisher Repairer	19.67
23311 - Fuel Distribution System Mechanic	23.37
23312 - Fuel Distribution System Operator	19.59
23370 - General Maintenance Worker	21.61
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.70
23392 - Gunsmith II	21.74
23393 - Gunsmith III	23.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
25.23	

23430 - Heavy Equipment Mechanic	23.23
23440 - Heavy Equipment Operator	27.07
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	22.75
23470 - Laborer	14.10
23510 - Locksmith	22.65
23530 - Machinery Maintenance Mechanic	24.45
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.38
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	24.36
23710 - Office Appliance Repairer	22.73
23760 - Painter, Maintenance	22.75
23790 - Pipefitter, Maintenance	27.17
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	23.74
23850 - Rigger	23.74
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	21.74
23931 - Telecommunications Mechanic I	26.48
23932 - Telecommunications Mechanic II	27.48
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	23.74
23965 - Well Driller	23.72
23970 - Woodcraft Worker	23.74
23980 - Woodworker	19.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.22
25040 - Sewage Plant Operator	21.24
25070 - Stationary Engineer	23.22
25190 - Ventilation Equipment Tender	17.97
25210 - Water Treatment Plant Operator	21.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.07
27007 - Baggage Inspector	14.78
27008 - Corrections Officer	25.75
27010 - Court Security Officer	24.75
27030 - Detection Dog Handler	17.93
27040 - Detention Officer	25.75
27070 - Firefighter	22.73
27101 - Guard I	14.78
27102 - Guard II	17.93
27131 - Police Officer I	23.57
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.60
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Equipment Worker	10.42
28210 - Gate Attendant/Gate Tender	13.78
28310 - Lifeguard	12.23
28350 - Park Attendant (Aide)	15.42
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	19.19
28630 - Sports Official	12.28
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54

29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	36.76
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.35
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.91
30021 - Archeological Technician I	18.86
30022 - Archeological Technician II	21.12
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	26.16
30040 - Civil Engineering Technician	26.16
30061 - Drafter/CAD Operator I	18.87
30062 - Drafter/CAD Operator II	21.12
30063 - Drafter/CAD Operator III	23.54
30064 - Drafter/CAD Operator IV	28.97
30081 - Engineering Technician I	15.72
30082 - Engineering Technician II	17.65
30083 - Engineering Technician III	19.76
30084 - Engineering Technician IV	24.48
30085 - Engineering Technician V	29.94
30086 - Engineering Technician VI	34.99
30090 - Environmental Technician	25.90
30210 - Laboratory Technician	22.47
30240 - Mathematical Technician	26.16
30361 - Paralegal/Legal Assistant I	19.80
30362 - Paralegal/Legal Assistant II	24.54
30363 - Paralegal/Legal Assistant III	30.00
30364 - Paralegal/Legal Assistant IV	36.31
30390 - Photo-Optics Technician	26.16
30461 - Technical Writer I	22.79
30462 - Technical Writer II	27.88
30463 - Technical Writer III	33.73
30491 - Unexploded Ordnance (UXO) Technician I	23.36
30492 - Unexploded Ordnance (UXO) Technician II	28.26
30493 - Unexploded Ordnance (UXO) Technician III	33.38
30494 - Unexploded (UXO) Safety Escort	23.36
30495 - Unexploded (UXO) Sweep Personnel	23.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.81
30621 - Weather Observer, Senior (2)	26.16
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.20
31030 - Bus Driver	17.52
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	10.64
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	16.93
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	19.79
31364 - Truckdriver, Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	22.87
99251 - Laboratory Animal Caretaker I	13.31
99252 - Laboratory Animal Caretaker II	14.26
99310 - Mortician	30.87
99410 - Pest Controller	16.10
99510 - Photofinishing Worker	13.51
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	22.61
99730 - Refuse Collector	17.36
99810 - Sales Clerk	12.23
99820 - School Crossing Guard	12.12

99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.